

REVIEW COMMITTEE**PG and E**

PACIFIC GAS AND ELECTRIC COMPANY
245 MARKET STREET, ROOM 444
SAN FRANCISCO, CALIFORNIA 94106
(415) 781-4211, EXTENSION 1125

D.J. BERGMAN, CHAIRMAN

- DECISION
 LETTER DECISION
 PRE-REVIEW REFERRAL

Coast Valleys Division Grievance No. 18-551-80-97
P-RC 625
Discharge of Auxiliary Operator

March 18, 1981

MR. M. ALDERSON, Company Member
Coast Valleys Division
Local Investigating Committee

MR. C. WHEELER, Union Member
Coast Valleys Division
Local Investigating Committee

The above-subject grievance has been discussed by the Pre-Review Committee prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(ii) of the grievance procedure, to the Local Investigating Committee for settlement in accordance with the following:

This case involves the discharge of an Auxiliary Operator at Moss Landing Power Plant, after twice failing to pass the qualifying examination for the twelve-month wage step. The Union contended that Review Committee Decision No. 1063, dated August 23, 1971, obligated the Company to place grievant in a beginning classification within the District if a vacancy is available. The facts indicate there was a vacancy in a Traveling Helper position in Moss Landing. Overall, however, the Union's initial position was that the grievant was not terminated for just and sufficient cause.

As to the issue of the grievant's termination, the Committee agrees that the letter agreement, dated June 30, 1967 on testing for Power Plant Operators, specifically Paragraph B. 4. a., applies to the grievant. His failure to meet the established requirements for the one-year step are cause for his removal from the classification of Auxiliary Operator. Review Committee Case No. 1063 is exactly on point with respect to this grievance. The issue in that case was also the termination of an Auxiliary Operator who failed to pass the test required for progression to the twelve-month wage step. In that decision, the parties agreed that the termination, as in this case, was in accordance with the letter agreement cited above, and further that the letter provided no rights of transfer or demotion. In that decision, however, the parties went on to say that, if possible, the Company should make some effort to retain an employee in this situation, providing the employee meets the general criteria for a new hire and further, that the employee's work performance and attitude are considered satisfactory in his present job. These latter comments are contained in the Review Committee Decision as a recommendation by the parties, however, and are not to be construed as a contractual obligation on the part of the Company.

**CASE CLOSED
LOGGED AND FILED**

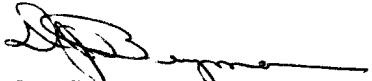
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IBEW

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R.W. STALCUP, SECRETARY

March 18, 1981

With that in mind, the Committee agrees that this case should be closed without adjustment and the closure should be so noted by the Local Investigating Committee.



D. J. BERGMAN, Chairman
Review Committee


R. W. STALCUP, Secretary
Review Committee

DJB:ml

cc: JScooper
FCMarks
MEBadella
LCBeanland
LBlandford
IWBonbright
LVBrown
FCBuchholz
RHCunningham
NRFarley
CAMiller
JBStoutamore
WKSnyder
CPTaylor
RCTaylor
Division Personnel Managers